

Labor/Management Meeting Notes – January 17, 2007

Present: Dennis Selzner, Jim Dix, Beth Kilmarx, Fran Goldman, Sylvia Hall, Joe Schultz, JoAnn Navarro, Jeff Hadley, Jonathan Roma (graduate student in Industrial Psychology, Marywood University)

1. *Comments on University Forum held Jan 16.* UUP noted that, as announced by the Division of Academic Affairs at the University Forum, the compliance rate for performance programs and evaluations was 95%, and that there was a concerted effort to get departmental chairs to undergo training in writing performance programs and evaluations (although the training is not yet mandatory). Management added that training departmental chairs in writing and updating performance programs and evaluations was an extremely complicated undertaking.
2. *Part-time minimum salaries.* Management reiterated that they were not going to set minimum salaries (and not index those salaries by UUP-negotiated raises) for part-time employees. Management said they did not consider minimum salaries for part-timers to be an issue because a review of salary data indicated that not many employees are at or below a minimum of \$2500 per 4-credit course. Management indicated that President DeFleur believes she has been “fair and upfront” with adjuncts regarding their salary.
3. *Space available costs.* UUP re-raised the issue of the payment of certain fees that UUP-represented employees pay when they take courses at Binghamton University on a space-available basis. For example, many such employees already have health insurance, and payment of the health fee would seem to be redundant. Management replied that they would not be waiving fees. However, there may be a way to reimburse employees the fees that they do pay. Management suggested that they and UUP write a joint memo to Ray Haines at Central Administration suggesting ways to reimburse employees. One possible way would be to include money in the joint Labor-Management budget. Management will draft language to implement possible reimbursement, and pass the memo back to UUP for comment.
4. *Value of invited guests.* UUP and Management agreed that there was value in having invited guests attend Labor/Management meetings. Management pointed out that often they have to take UUP enquiries back to various administration people for answers, then report back at the next Labor/Management meeting. Having the appropriate person present at the meeting in the first place would circumvent the time-consuming back and forth.
5. *PCB Ballasts.* Management reported that replacement of ballasts in the Library (including ones that do not contain PCBs) is 90% complete, and will be 99% complete in the next few weeks. The work includes the Library basement. After the Library is complete, ballasts will be replaced in Health Services, then in the Engineering Building, then possibly in the Computer Center. Work will begin in the Health Services building in February, and will continue there for several months. Work in the residence halls will proceed as part of a capital project.
6. *Proposal for bi-annual performance programs.* Management announced that they will soon start implementing bi-annual performance program updates and evaluations for permanent employees. Management stated that they will implement the change using suggestions from UUP. Management suggested that alternating the full and abbreviated versions of the performance programs might help in tracking them.
7. *Promotion request window.* Management reported that they are looking at the procedure SUNY Cortland uses to window requests for promotion and salary increases. Management will adapt the

procedures for Binghamton, and will share a draft of the proposed procedures with UUP in a few weeks. Management stated that they needed to monitor the progress of promotion and salary requests to make sure the requests do not get stuck on someone's desk. Management will also revise the Request for Promotion form.

8. *University hiring plan.* Management reiterated that the university has no hiring plan.
9. *Plans for Newing and Dickinson.* Management stated that, as announced in the University Forum, there is a feasibility study underway to see what to do with Newing and Dickinson residential communities, and that there still is no final decision on what to do with these communities to meet state building codes.
10. *Strategic plan metrics.* Management reiterated that the metrics and numbers used to measure progress toward the strategic plan will be made public as they become available.